DOCUMENT RESUME

ED 217 923 JC 820 291

AUTHOR Allred, Marcus D.; Wingfield, Julian C., Jr.
TITLE Employer Follow-Up Study: North Carolina Community College System.
INSTITUTION North Carolina State Dept. of Community Colleges. Div. of Planning and Research Services.
PUB DATE Apr 82
NOTE 42p.

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS College Graduates; Community Colleges; Dropouts; *Education Work Relationship; *Employer Attitudes; *Personnel Evaluation; *Program Evaluation; State Surveys; Tables (Data); Two Year Colleges; Two Year College Students; Vocational Education; Vocational Followup
IDENTIFIERS *North Carolina

ABSTRACT

A follow-up study was conducted by the North Carolina Department of Community Colleges in summer 1981 to obtain employer evaluations of the performance of occupational curriculum students who were enrolled in college in the 1979-80 school year, but did not return in 1980-81. Drawing from employment information obtained during the first statewide follow-up of former students, questionnaires were sent to 6,100 supervisors of former community college students requesting an evaluation of their training and of selected attitudinal characteristics. Study findings, based on responses from 59% of the supervisors, included the following: (1) the technical knowledge, work attitude, and work quality of employees were rated between good and very good, with work attitude and quality receiving higher ratings; (2) skilled training of employees was evaluated as between good and very good; (3) employers rated employees' on-the-job performance highly with work attendance and willingness to learn receiving the highest marks; (4) employers felt that former students were better prepared than employees who had not received occupational training, and 60% indicated that the training had contributed to the employee's ability or advancement; and (5) more than 60% of the employers hired the former students on the basis of direct application. The bulk of the report is composed of data tables breaking down findings for graduates, early leavers, and dropouts. The questionnaire is also included. (HB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED217923

EMPLOYER FOLLOW-UP STUDY

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM

Marcus D. Allred
Julian C. Wingfield, Jr.

Division of Planning and Research Services
North Carolina Department of Community Colleges

April 1982

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Marcus Allred

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

X Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

JC 820 291

EMPLOYER FOLLOW-UP STUDY

The Department of Community Colleges has received performance evaluations from more than 3,600 employers of former community college, technical college, or technical institute students.

The state Department conducted the first statewide follow-up of former occupational curriculum students in the summer of 1981. Questionnaires were sent to some 53,045 students who were enrolled in the 1979-80 school year but did not return in 1980-81. Responses were received from 46 percent of these former students. One request made of the former students was to provide the name and address of their immediate supervisor if they were employed. More than 6,100 students provided the supervisor's name. A questionnaire was sent to the supervisor asking for an evaluation of the training provided to the student and selected additudinal characteristics of the employee. Slightly more than 59 percent of the employers returned the questionnaires; this represents an evaluation of 20 percent of the student respondees who indicated they were employed. Almost 90 percent of the student respondees providing the supervisors name were employed in a job directly or closely related to their educational field. The response rate of employers of students employed in a related job was 62 percent, but less than 40 percent for students employed in an unrelated job. Some of the pertinent responses of the supervisors are as follows:

1. Technical knowledge, work attitude, and work quality were all rated between good and very good with work attitude and work quality receiving the higher marks.

2. Skilled training evaluation was rated good to very good with operation of equipment and the ability of students to follow instructions receiving the highest marks in this section.
3. It is very apparent that employers were pleased with the training provided and the performance of the individuals on the job.
4. Employers noted that the former students are better prepared than other employees who did not receive occupational training.
5. More than 60 percent of the employers indicated that the training received by the former student contributed substantially to his or her ability for job advancement.
6. More than 60 percent of the employers hired the former student based on a direct application made by the student. The second most common method of hiring was referral by a mutual acquaintance. The least used employment routes were through a private employment agency and the North Carolina Job Service.

In every case, the evaluation of employers of employees working in a job related to their education and training was greater than for workers engaged in a job unrelated to their training.

Many supervisors provided additional comments beyond the responses to the structured questionnaire. These comments indicate that most of the former students are good employees and well prepared for the positions they hold.

Some employers felt that the students could have benefitted from additional training in the areas of communication skills, attitude/motivation encouragement, and on-the-job work experience.

Although the majority of the employers were pleased with the community college training programs, they felt that upgraded training equipment, more

dedicated instructors, and more instructor/business and industry coordination would enhance the quality of the graduates of the community college system.

A copy of the employer questionnaire which included the former student's name, curriculum, and alma mater is attached. Also shown is a six page summary of the employer responses.

/ph

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
EMPLOYER FOLLOW-UP

DIRECTIONS

Please circle the number indicating the most appropriate answer. Circle only one response in each category. All questions relating to training refer to the training your employee received in the Community College System institution he or she attended.

A. **Please rate the occupational training received by this individual in the following areas.**

	Very Good	Good	Average	Poor	Very Poor
a. Technical knowledge	1	2	3	4	5
b. Work attitude	1	2	3	4	5
c. Work quality	1	2	3	4	5

B. **Please rate the training received by this individual in the following skill areas. Respond only to those areas you feel are applicable to the occupational area.**

	Very Good	Good	Average	Poor	Very Poor
a. Mathematical skills	1	2	3	4	5
b. Organizational ability	1	2	3	4	5
c. Communication skills	1	2	3	4	5
d. Problem solving skills	1	2	3	4	5
e. Work quantity	1	2	3	4	5
f. Manual dexterity	1	2	3	4	5
g. Meeting the public	1	2	3	4	5
h. Following instructions	1	2	3	4	5
i. Operation of equipment	1	2	3	4	5

C. **Please rate this individual in the following areas.**

	Very Good	Good	Average	Poor	Very Poor
a. Accepting responsibility	1	2	3	4	5
b. Punctuality	1	2	3	4	5
c. Personal initiative	1	2	3	4	5
d. Willingness to learn	1	2	3	4	5
e. Co-worker cooperation	1	2	3	4	5
f. Management cooperation	1	2	3	4	5
g. Work attendance	1	2	3	4	5
h. Personal appearance	1	2	3	4	5
i. Compliance with policies	1	2	3	4	5

D. **What is your overall rating of the training received by this individual as it relates to the requirements of his or her job ?**

1. Very good
2. Good
3. Average
4. Poor
5. Very Poor

E. **As a result of this person's occupational training, how would you rate his or her preparation in relation to other employees in this job classification who did not receive the same training ?**

1. No basis for comparison
2. Individual is better prepared
3. Both are about the same
4. Individual is less prepared

F. **To what extent, if any, has this individual's training added to his or her ability for job advancement ?**

1. Very much
2. Much
3. Average
4. Very little
5. None

G. **What was the primary source for the initial hiring of this individual ?**

1. Employment Security/Job Service
2. Private employment agency
3. College/Institute faculty member
4. College/Institute job placement office
5. Mutual acquaintance
6. Applicant applied on own initiative
7. Other (describe)_____

H. **Please provide any additional information that you feel will assist the Community College System in improving its educational and training programs. (Continue on reverse side if necessary.)**

THANK YOU FOR ASSISTING US IN OUR SURVEY! PLEASE RETURN THIS FORM IN THE ENCLOSED POSTPAID ENVELOPE.

This survey is authorized by PL 94-482 (20 USC 2391)

DCC 7-23
June '81

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY

TOTAL EMPLOYER RESPONSES

PROGRAM TITLE:

SYSTEM TOTAL	TOTAL NUMBER	TOTAL PERCENT	GRADUATES NUMBER	GRADUATES PERCENT	EARLY LEAVERS NUMBER	EARLY LEAVERS PERCENT	DROP OUTS NUMBER	DROP OUTS PERCENT
EMPLOYERS FOLLOWED UP	6.108	100.0	2.458	40.2	945	15.5	2.705	44.3
RESPONSES	3.630	59.4	1.650	67.1	527	55.8	1.453	53.7
A. OCCUPATIONAL TRAINING PROGRAM								
A. TECHNICAL KNOWLEDGE	3.462	95.4	1.590	96.4	489	92.8	1.383	95.2
1. VERY GOOD (WEIGHT = 5)	1.177	34.0	579	36.4	154	31.5	444	32.1
2. GOOD (WEIGHT = 4)	1.547	44.7	688	43.3	225	46.0	634	45.8
3. AVERAGE (WEIGHT = 3)	684	19.8	291	18.3	107	21.9	286	20.7
4. POOR (WEIGHT = 2)	51	1.5	32	2.0	3	.6	16	1.2
5. VERY POOR (WEIGHT = 1)	3	.1	0	.0	0	.0	3	.2
WEIGHTED AVERAGE	4.1		4.1		4.1		4.1	
A. OCCUPATIONAL TRAINING PROGRAM								
B. WORK ATTITUDE	3.463	95.4	1.578	95.6	490	93.0	1.395	96.0
1. VERY GOOD (WEIGHT = 5)	1.716	49.6	806	51.1	253	51.6	657	47.1
2. GOOD (WEIGHT = 4)	1.219	35.2	511	32.4	167	34.1	541	38.8
3. AVERAGE (WEIGHT = 3)	449	13.0	222	14.1	58	11.8	169	12.1
4. POOR (WEIGHT = 2)	67	1.9	33	2.1	12	2.4	22	1.6
5. VERY POOR (WEIGHT = 1)	12	.3	6	.4	0	.0	6	.4
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
A. OCCUPATIONAL TRAINING PROGRAM								
C. WORK QUALITY	3.452	95.1	1.571	95.2	488	92.6	1.393	95.9
1. VERY GOOD (WEIGHT = 5)	1.530	44.3	711	45.3	221	45.3	598	42.9
2. GOOD (WEIGHT = 4)	1.364	39.5	599	38.1	184	37.7	582	41.8
3. AVERAGE (WEIGHT = 3)	518	15.0	240	15.3	80	16.4	198	14.2
4. POOR (WEIGHT = 2)	37	1.1	21	1.3	3	.6	13	.9
5. VERY POOR (WEIGHT = 1)	3	.1	1	.1	0	.0	2	.1
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
B. SKILLED TRAINING EVALUATION								
A. MATHEMATICAL SKILLS	2.500	68.9	1.145	69.4	348	66.0	1.007	69.3
1. VERY GOOD (WEIGHT = 5)	666	26.6	319	27.9	95	27.3	252	25.0
2. GOOD (WEIGHT = 4)	1.150	46.0	516	45.1	157	45.1	477	47.4
3. AVERAGE (WEIGHT = 3)	647	25.9	296	25.9	90	25.9	261	25.9
4. POOR (WEIGHT = 2)	36	1.4	14	1.2	6	1.7	16	1.6
5. VERY POOR (WEIGHT = 1)	1	.0	0	.0	0	.0	1	.1
WEIGHTED AVERAGE	4.0		4.0		4.0		4.0	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY

PROGRAM TITLE:

SYSTEM TOTAL	TOTAL NUMBER	TOTAL PERCENT	GRADUATES NUMBER	GRADUATES PERCENT	EARLY LEAVERS NUMBER	EARLY LEAVERS PERCENT	DROP OUTS NUMBER	DROP OUTS PERCENT
E. SKILLED TRAINING EVALUATION								
B. ORGANIZATIONAL ABILITY	3,103	85.5	1,457	88.3	430	81.6	1,216	83.7
1. VERY GOOD (WEIGHT = 5)	835	26.9	369	25.3	121	28.1	345	28.4
2. GOOD (WEIGHT = 4)	1,343	43.3	644	44.2	177	41.2	522	42.9
3. AVERAGE (WEIGHT = 3)	816	26.3	389	26.7	115	26.7	312	25.7
4. POOR (WEIGHT = 2)	102	3.3	53	3.6	17	4.0	32	2.6
5. VERY POOR (WEIGHT = 1)	7	.2	2	.1	0	.0	5	.4
WEIGHTED AVERAGE	3.9		3.9		3.9		4.0	
E. SKILLED TRAINING EVALUATION								
C. COMMUNICATION SKILLS	3,268	90.0	1,522	92.2	464	88.0	1,282	88.2
1. VERY GOOD (WEIGHT = 5)	872	26.7	390	25.6	129	27.8	353	27.5
2. GOOD (WEIGHT = 4)	1,387	42.4	649	42.6	192	41.4	546	42.6
3. AVERAGE (WEIGHT = 3)	878	26.9	418	27.5	127	27.4	333	26.0
4. POOR (WEIGHT = 2)	115	3.5	57	3.7	14	3.0	44	3.4
5. VERY POOR (WEIGHT = 1)	16	.5	8	.5	2	.4	6	.5
WEIGHTED AVERAGE	3.9		3.9		3.9		3.9	
E. SKILLED TRAINING EVALUATION								
D. PROBLEM SOLVING SKILLS	3,151	86.8	1,442	87.4	443	84.1	1,266	87.1
1. VERY GOOD (WEIGHT = 5)	763	24.2	349	24.2	103	23.3	311	24.6
2. GOOD (WEIGHT = 4)	1,370	43.5	606	42.0	206	46.5	558	44.1
3. AVERAGE (WEIGHT = 3)	902	28.6	423	29.3	120	27.1	359	28.4
4. POOR (WEIGHT = 2)	105	3.3	57	4.0	14	3.2	34	2.7
5. VERY POOR (WEIGHT = 1)	11	.3	7	.5	0	.0	4	.3
WEIGHTED AVERAGE	3.9		3.9		3.9		3.9	
E. SKILLED TRAINING EVALUATION								
E. WORK QUANTITY	3,312	91.2	1,525	92.4	465	88.2	1,322	91.0
1. VERY GOOD (WEIGHT = 5)	1,203	36.3	548	35.9	159	34.2	496	37.5
2. GOOD (WEIGHT = 4)	1,367	41.3	625	41.0	198	42.6	544	41.1
3. AVERAGE (WEIGHT = 3)	666	20.1	311	20.4	97	20.9	258	19.5
4. POOR (WEIGHT = 2)	70	2.1	39	2.6	10	2.2	21	1.6
5. VERY POOR (WEIGHT = 1)	6	.2	2	.1	1	.2	3	.2
WEIGHTED AVERAGE	4.1		4.1		4.1		4.1	

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
E. SKILLED TRAINING EVALUATION								
F. MANUAL DEXTERITY	2,675	73.7	1,248	75.6	364	69.1	1,063	73.2
1. VERY GOOD (WEIGHT = 5)	909	34.0	452	36.2	116	31.9	341	32.1
2. GOOD (WEIGHT = 4)	1,184	44.3	532	42.6	159	43.7	493	46.4
3. AVERAGE (WEIGHT = 3)	558	20.9	250	20.0	87	23.9	221	20.8
4. POOR (WEIGHT = 2)	21	.8	12	1.0	2	.5	7	.7
5. VERY POOR (WEIGHT = 1)	3	.1	2	.2	0	.0	1	.1
WEIGHTED AVERAGE	4.1		4.1		4.1		4.1	
E. SKILLED TRAINING EVALUATION								
G. MEETING THE PUBLIC	3,091	85.2	1,458	88.4	428	81.2	1,205	82.9
1. VERY GOOD (WEIGHT = 5)	1,160	37.5	538	36.9	159	37.1	463	38.4
2. GOOD (WEIGHT = 4)	1,160	37.5	541	37.1	157	36.7	462	38.3
3. AVERAGE (WEIGHT = 3)	693	22.4	337	23.1	100	23.4	256	21.2
4. POOR (WEIGHT = 2)	72	2.3	37	2.5	12	2.8	23	1.9
5. VERY POOR (WEIGHT = 1)	6	.2	5	.3	0	.0	1	.1
WEIGHTED AVERAGE	4.1		4.1		4.1		4.1	
E. SKILLED TRAINING EVALUATION								
H. FOLLOWING INSTRUCTIONS	3,406	93.8	1,589	96.3	473	89.8	1,344	92.5
1. VERY GOOD (WEIGHT = 5)	1,374	40.3	649	40.8	194	41.0	531	39.5
2. GOOD (WEIGHT = 4)	1,399	41.1	652	41.0	183	38.7	564	42.0
3. AVERAGE (WEIGHT = 3)	574	16.9	263	16.6	98	18.6	223	16.6
4. POOR (WEIGHT = 2)	54	1.6	25	1.6	7	1.5	22	1.6
5. VERY POOR (WEIGHT = 1)	5	.1	0	.0	1	.2	4	.3
WEIGHTED AVERAGE	4.2		4.2		4.2		4.2	
E. SKILLED TRAINING EVALUATION								
I. OPERATION OF EQUIPMENT	2,971	81.8	1,392	84.4	418	79.3	1,161	79.9
1. VERY GOOD (WEIGHT = 5)	1,173	39.5	541	38.9	171	40.9	461	39.7
2. GOOD (WEIGHT = 4)	1,238	41.6	570	40.9	162	38.8	503	43.3
3. AVERAGE (WEIGHT = 3)	533	17.9	264	19.0	80	19.1	189	16.3
4. POOR (WEIGHT = 2)	26	.9	15	1.1	5	1.2	6	.5
5. VERY POOR (WEIGHT = 1)	4	.1	2	.1	0	.0	2	.2
WEIGHTED AVERAGE	4.2		4.2		4.2		4.2	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
C. ON THE JOB EVALUATION								
A. ACCEPTING RESPONSIBILITY	3,570	98.3	1,633	99.0	518	98.3	1,419	97.7
1. VERY GOOD (WEIGHT = 5)	1,737	48.7	795	48.7	250	48.3	692	48.8
2. GOOD (WEIGHT = 4)	1,209	33.9	544	33.3	172	33.2	493	34.7
3. AVERAGE (WEIGHT = 3)	550	15.4	256	15.7	84	16.2	210	14.8
4. POOR (WEIGHT = 2)	65	1.8	33	2.0	12	2.3	20	1.4
5. VERY POOR (WEIGHT = 1)	9	.3	5	.3	0	.0	4	.3
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
B. PUNCTUALITY	3,539	97.5	1,620	98.2	508	96.4	1,411	97.1
1. VERY GOOD (WEIGHT = 5)	1,799	50.8	856	52.8	261	51.4	682	48.3
2. GOOD (WEIGHT = 4)	1,086	30.7	459	28.3	162	31.9	465	33.0
3. AVERAGE (WEIGHT = 3)	553	15.6	258	15.9	67	13.2	228	16.2
4. POOR (WEIGHT = 2)	85	2.4	39	2.4	16	3.1	30	2.1
5. VERY POOR (WEIGHT = 1)	16	.5	8	.5	2	.4	6	.4
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
C. PERSONAL INITIATIVE	3,546	97.7	1,624	98.4	511	97.0	1,411	97.1
1. VERY GOOD (WEIGHT = 5)	1,589	44.8	752	46.3	215	42.1	622	44.1
2. GOOD (WEIGHT = 4)	1,213	34.2	530	32.6	175	34.2	508	36.0
3. AVERAGE (WEIGHT = 3)	638	18.0	291	17.9	103	20.2	244	17.3
4. POOR (WEIGHT = 2)	101	2.8	48	3.0	18	3.5	35	2.5
5. VERY POOR (WEIGHT = 1)	5	.1	3	.2	0	.0	2	.1
WEIGHTED AVERAGE	4.2		4.2		4.1		4.2	
C. ON THE JOB EVALUATION								
D. WILLINGNESS TO LEARN	3,580	99.6	1,640	99.4	517	98.1	1,423	97.9
1. VERY GOOD (WEIGHT = 5)	2,052	57.3	949	57.9	283	54.7	820	57.6
2. GOOD (WEIGHT = 4)	1,123	31.5	499	30.4	174	33.7	455	32.0
3. AVERAGE (WEIGHT = 3)	372	10.4	179	10.9	56	10.8	137	9.6
4. POOR (WEIGHT = 2)	27	.8	12	.7	4	.8	11	.8
5. VERY POOR (WEIGHT = 1)	1	.0	1	.1	0	.0	0	.0
WEIGHTED AVERAGE	4.5		4.5		4.4		4.5	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	#	%	#	%	#	%	#	%
C. ON THE JOB EVALUATION								
E. CO-WORKER COOPERATION	3.552	97.9	1.626	98.5	512	97.2	1.414	97.3
1. VERY GOOD (WEIGHT = 5)	1.726	48.6	819	50.4	252	49.2	655	46.3
2. GOOD (WEIGHT = 4)	1.284	36.1	550	33.8	185	36.1	549	38.8
3. AVERAGE (WEIGHT = 3)	479	13.4	229	14.1	64	12.5	182	12.9
4. POOR (WEIGHT = 2)	57	1.6	24	1.5	9	1.8	24	1.7
5. VERY POOR (WEIGHT = 1)	10	.3	4	.2	2	.4	4	.3
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
F. MANAGEMENT COOPERATION	3.433	94.6	1.575	95.5	485	92.0	1.373	94.5
1. VERY GOOD (WEIGHT = 5)	1.585	46.2	725	46.0	224	46.2	636	46.3
2. GOOD (WEIGHT = 4)	1.257	36.6	559	35.5	173	35.7	525	38.2
3. AVERAGE (WEIGHT = 3)	531	15.5	269	17.1	77	15.9	185	13.5
4. POOR (WEIGHT = 2)	51	1.5	21	1.3	10	2.1	20	1.5
5. VERY POOR (WEIGHT = 1)	9	.3	1	.1	1	.2	7	.5
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
G. WORK ATTENDANCE	3.570	98.3	1.634	99.0	515	97.7	1.421	97.8
1. VERY GOOD (WEIGHT = 5)	2.187	61.3	1.018	62.3	313	60.8	856	60.2
2. GOOD (WEIGHT = 4)	960	26.9	403	24.7	146	28.3	411	28.9
3. AVERAGE (WEIGHT = 3)	358	10.0	182	11.1	46	8.9	130	9.1
4. POOR (WEIGHT = 2)	53	1.5	25	1.5	8	1.6	20	1.4
5. VERY POOR (WEIGHT = 1)	12	.3	5	.4	2	.4	4	.3
WEIGHTED AVERAGE	4.5		4.5		4.5		4.5	
C. ON THE JOB EVALUATION								
H. PERSONAL APPEARANCE	3.558	98.0	1.631	98.8	509	96.6	1.418	97.6
1. VERY GOOD (WEIGHT = 5)	1.837	51.6	855	52.4	255	50.1	727	51.3
2. GOOD (WEIGHT = 4)	1.211	34.0	537	32.9	173	34.0	501	35.3
3. AVERAGE (WEIGHT = 3)	461	13.0	220	13.5	69	13.6	172	12.1
4. POOR (WEIGHT = 2)	42	1.2	15	.9	11	2.2	16	1.1
5. VERY POOR (WEIGHT = 1)	7	.2	4	.2	1	.2	2	.1
WEIGHTED AVERAGE	4.4		4.4		4.3		4.4	

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	#	%	#	%	#	%	#	%
C. On the job evaluation								
1. Compliance with Policies								
1. VERY GOOD (WEIGHT = 5)	3,545	97.7	1,624	98.4	513	97.3	1,408	96.9
2. GOOD (WEIGHT = 4)	1,799	50.7	852	52.5	258	50.3	689	48.9
3. AVERAGE (WEIGHT = 3)	1,254	35.4	538	33.1	184	35.9	532	37.8
4. POOR (WEIGHT = 2)	443	12.5	214	13.2	62	12.1	167	11.9
5. VERY POOR (WEIGHT = 1)	42	1.2	15	.9	9	1.8	18	1.3
	7	.2	5	.3	0	.0	2	.1
WEIGHTED AVERAGE	4.4		4.4		4.3		4.3	
D. Overall Train. Eval vs. Job Req								
1. VERY GOOD (WEIGHT = 5)	3,472	95.6	1,602	97.1	500	94.9	1,370	94.3
2. GOOD (WEIGHT = 4)	1,379	39.7	665	41.5	195	39.0	519	37.9
3. AVERAGE (WEIGHT = 3)	1,510	43.5	672	41.9	217	43.4	621	45.3
4. POOR (WEIGHT = 2)	535	15.4	232	14.5	87	17.4	216	15.8
5. VERY POOR (WEIGHT = 1)	44	1.3	31	1.9	1	.2	13	.9
	4	.1	2	.1	0	.0	2	.1
WEIGHTED AVERAGE	4.2		4.2		4.2		4.2	
E. Occup. Prep. vs. Other Employees								
1. NO BASIS FOR COMPARISON	3,525	97.1	1,600	97.0	516	97.9	1,409	97.0
2. INDIVIDUAL IS BETTER PREPARED	970	27.5	395	24.7	149	28.9	426	30.2
3. BOTH ARE ABOUT THE SAME	1,940	55.0	838	52.4	305	59.1	797	56.6
4. INDIVIDUAL IS LESS PREPARED	550	15.6	319	19.9	56	10.9	175	12.4
	65	1.8	48	3.0	6	1.2	11	.8
F. Job Advancement Evaluation								
1. VERY MUCH (WEIGHT = 5)	3,494	96.3	1,594	96.6	506	96.0	1,394	95.9
2. MUCH (WEIGHT = 4)	665	24.8	434	27.2	116	22.9	315	22.6
3. AVERAGE (WEIGHT = 3)	1,335	38.2	585	36.7	223	44.1	527	37.8
4. VERY LITTLE (WEIGHT = 2)	1,000	28.6	452	28.4	126	24.9	422	30.3
5. NONE (WEIGHT = 1)	214	6.1	85	5.3	35	6.9	94	6.7
	80	2.3	38	2.4	6	1.2	36	2.6
WEIGHTED AVERAGE	3.8		3.8		3.8		3.7	
G. Primary Hiring Source								
1. EMPL SEC/JOB SERVICE	3,536	97.4	1,614	97.8	520	94.7	1,402	96.5
2. PRIV EMPL AGENCY	119	3.4	47	2.9	17	3.2	55	3.9
3. COLLEGE/INST FACULTY MEMB	44	1.2	23	1.4	2	.4	19	1.4
4. COLLEGE/INST JOB PLACEMENT	166	4.7	109	6.8	23	4.4	34	2.4
5. MUTUAL ACQUAINTANCE	125	3.5	81	5.0	15	2.9	29	2.1
6. APPLICANT APPLIED	412	11.7	185	11.5	50	9.6	177	12.6
7. OTHER	2,266	64.1	996	61.7	347	66.7	923	65.8
	404	11.4	173	10.7	66	12.7	165	11.8

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
EMPLOYERS FOLLOWED UP	5,391	100.0	2,309	42.8	832	15.4	2,250	41.7
RESPONSES	3,350	62.1	1,576	68.3	487	58.5	1,287	57.2
A. OCCUPATIONAL TRAINING PROGRAM								
A. TECHNICAL KNOWLEDGE	3,220	96.1	1,525	96.8	458	94.0	1,237	96.1
1. VERY GOOD (WEIGHT = 5)	1,125	34.9	559	36.7	151	33.0	415	33.5
2. GOOD (WEIGHT = 4)	1,429	44.4	658	43.1	210	45.9	561	45.4
3. AVERAGE (WEIGHT = 3)	616	19.1	277	18.2	94	20.5	245	19.8
4. POOR (WEIGHT = 2)	48	1.5	31	2.0	3	.7	14	1.1
5. VERY POOR (WEIGHT = 1)	2	.1	0	.0	0	.0	2	.2
WEIGHTED AVERAGE	4.1		4.1		4.1		4.1	
A. OCCUPATIONAL TRAINING PROGRAM								
B. WORK ATTITUDE	3,198	95.5	1,509	95.7	455	93.4	1,234	95.9
1. VERY GOOD (WEIGHT = 5)	1,617	50.6	781	51.8	241	53.0	595	48.2
2. GOOD (WEIGHT = 4)	1,100	34.4	478	31.7	151	33.2	471	38.2
3. AVERAGE (WEIGHT = 3)	406	12.7	212	14.0	51	11.2	143	11.6
4. POOR (WEIGHT = 2)	64	2.0	32	2.1	12	2.6	20	1.6
5. VERY POOR (WEIGHT = 1)	11	.3	6	.4	0	.0	5	.4
WEIGHTED AVERAGE	4.3		4.3		4.4		4.3	
A. OCCUPATIONAL TRAINING PROGRAM								
C. WORK QUALITY	3,191	95.3	1,503	95.4	451	92.6	1,237	96.1
1. VERY GOOD (WEIGHT = 5)	1,438	45.1	684	45.5	213	47.2	541	43.7
2. GOOD (WEIGHT = 4)	1,248	39.1	568	37.8	166	36.8	514	41.6
3. AVERAGE (WEIGHT = 3)	471	14.8	232	15.4	69	15.3	170	13.7
4. POOR (WEIGHT = 2)	32	1.0	18	1.2	3	.7	11	.9
5. VERY POOR (WEIGHT = 1)	2	.1	1	.1	0	.0	1	.1
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
B. SKILLED TRAINING EVALUATION								
A. MATHEMATICAL SKILLS	2,325	69.4	1,095	69.5	323	66.3	907	70.5
1. VERY GOOD (WEIGHT = 5)	630	27.1	310	28.3	93	28.8	227	25.0
2. GOOD (WEIGHT = 4)	1,071	46.1	489	44.7	147	45.5	435	48.0
3. AVERAGE (WEIGHT = 3)	593	25.5	284	25.9	78	24.1	231	25.5
4. POOR (WEIGHT = 2)	31	1.3	12	1.1	5	1.5	14	1.5
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.0		4.0		4.0		4.0	

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
E. SKILLED TRAINING EVALUATION								
B. ORGANIZATIONAL ABILITY	2,687	86.2	1,396	88.6	401	82.3	1,090	84.7
1. VERY GOOD (WEIGHT = 5)	790	27.4	359	25.7	114	28.4	317	29.1
2. GOOD (WEIGHT = 4)	1,248	43.2	614	44.0	164	40.9	470	43.1
3. AVERAGE (WEIGHT = 3)	749	25.9	370	26.5	108	26.9	271	24.9
4. POOR (WEIGHT = 2)	95	3.3	51	3.7	15	3.7	29	2.7
5. VERY POOR (WEIGHT = 1)	5	.2	2	.1	0	.0	3	.3
WEIGHTED AVERAGE	3.9		3.9		3.9		4.0	
B. SKILLED TRAINING EVALUATION								
C. COMMUNICATION SKILLS	3,033	90.5	1,457	92.4	430	88.3	1,146	89.0
1. VERY GOOD (WEIGHT = 5)	826	27.2	379	26.0	122	28.4	325	28.4
2. GOOD (WEIGHT = 4)	1,272	41.9	616	42.3	177	41.2	479	41.8
3. AVERAGE (WEIGHT = 3)	813	26.8	400	27.5	117	27.2	296	25.8
4. POOR (WEIGHT = 2)	109	3.6	55	3.8	12	2.8	42	3.7
5. VERY POOR (WEIGHT = 1)	13	.4	7	.5	2	.5	4	.3
WEIGHTED AVERAGE	3.9		3.9		3.9		3.9	
B. SKILLED TRAINING EVALUATION								
D. PROBLEM SOLVING SKILLS	2,938	87.5	1,380	87.6	413	84.8	1,137	88.3
1. VERY GOOD (WEIGHT = 5)	732	25.0	339	24.6	100	24.2	293	25.8
2. GOOD (WEIGHT = 4)	1,283	43.8	576	41.7	189	45.8	495	43.5
3. AVERAGE (WEIGHT = 3)	834	28.5	403	29.2	113	27.4	318	28.0
4. POOR (WEIGHT = 2)	96	3.3	56	4.1	11	2.7	29	2.6
5. VERY POOR (WEIGHT = 1)	8	.3	6	.4	0	.0	2	.2
WEIGHTED AVERAGE	3.9		3.9		3.9		3.9	
E. SKILLED TRAINING EVALUATION								
E. WORK QUANTITY	3,058	93.3	1,457	92.4	431	88.5	1,170	90.9
1. VERY GOOD (WEIGHT = 5)	1,137	37.2	531	36.4	152	35.3	454	38.8
2. GOOD (WEIGHT = 4)	1,242	40.6	591	40.6	184	42.7	467	39.9
3. AVERAGE (WEIGHT = 3)	609	19.9	297	20.4	85	19.7	227	19.4
4. POOR (WEIGHT = 2)	64	2.1	36	2.5	9	2.1	19	1.6
5. VERY POOR (WEIGHT = 1)	6	.2	2	.1	1	.2	3	.3
WEIGHTED AVERAGE	4.1		4.1		4.1		4.2	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

		TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
E. SKILLED TRAINING EVALUATION									
F. MANUAL DEXTERITY									
1. VERY GOOD	(WEIGHT = 5)	2,468	73.7	1,196	75.9	338	69.4	934	72.6
2. GOOD	(WEIGHT = 4)	860	34.8	442	37.0	110	32.5	308	33.0
3. AVERAGE	(WEIGHT = 3)	1,080	43.8	500	41.8	149	44.1	431	46.1
4. POOR	(WEIGHT = 2)	506	20.5	241	20.2	77	22.8	188	20.1
5. VERY POOR	(WEIGHT = 1)	19	.8	11	.9	2	.6	6	.6
		3	.1	2	.2	0	.0	1	.1
WEIGHTED AVERAGE		4.1		4.1		4.1		4.1	
E. SKILLED TRAINING EVALUATION									
G. MEETING THE PUBLIC									
1. VERY GOOD	(WEIGHT = 5)	2,665	85.5	1,400	88.8	395	81.1	1,070	83.1
2. GOOD	(WEIGHT = 4)	1,087	37.9	522	37.3	148	37.5	417	39.6
3. AVERAGE	(WEIGHT = 3)	1,074	37.5	515	36.8	148	37.5	411	38.4
4. POOR	(WEIGHT = 2)	633	22.1	321	22.9	90	22.8	222	20.7
5. VERY POOR	(WEIGHT = 1)	66	2.3	37	2.6	9	2.3	20	1.9
		5	.2	5	.4	0	.0	0	.0
WEIGHTED AVERAGE		4.1		4.1		4.1		4.1	
E. SKILLED TRAINING EVALUATION									
H. FOLLOWING INSTRUCTIONS									
1. VERY GOOD	(WEIGHT = 5)	3,144	93.9	1,519	96.4	437	89.7	1,188	92.3
2. GOOD	(WEIGHT = 4)	1,282	40.8	628	41.3	180	41.2	474	39.9
3. AVERAGE	(WEIGHT = 3)	1,288	41.0	619	40.8	172	39.4	497	41.8
4. POOR	(WEIGHT = 2)	523	16.6	249	16.4	78	17.8	196	16.5
5. VERY POOR	(WEIGHT = 1)	47	1.5	23	1.5	6	1.4	18	1.5
		4	.1	0	.0	1	.2	3	.3
WEIGHTED AVERAGE		4.2		4.2		4.2		4.2	
E. SKILLED TRAINING EVALUATION									
I. OPERATION OF EQUIPMENT									
1. VERY GOOD	(WEIGHT = 5)	2,743	81.9	1,333	84.6	386	79.3	1,024	79.6
2. GOOD	(WEIGHT = 4)	1,101	40.1	516	38.7	162	42.0	423	41.3
3. AVERAGE	(WEIGHT = 3)	1,126	41.0	543	40.7	150	38.9	433	42.3
4. POOR	(WEIGHT = 2)	488	17.8	258	19.4	70	18.1	160	15.6
5. VERY POOR	(WEIGHT = 1)	24	.9	14	1.1	4	1.0	6	.6
		4	.1	2	.2	0	.0	2	.2
WEIGHTED AVERAGE		4.2		4.2		4.2		4.2	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
C. ON THE JOB EVALUATION								
A. ACCEPTING RESPONSIBILITY	3,297	98.4	1,559	98.9	480	98.6	1,258	97.7
1. VERY GOOD (WEIGHT = 5)	1,639	49.7	765	49.1	240	50.0	634	50.4
2. GOOD (WEIGHT = 4)	1,093	33.2	515	33.0	156	32.5	422	33.5
3. AVERAGE (WEIGHT = 3)	500	15.2	243	15.6	73	15.2	184	14.6
4. POOR (WEIGHT = 2)	60	1.8	32	2.1	11	2.3	17	1.4
5. VERY POOR (WEIGHT = 1)	5	.2	4	.3	0	.0	1	.1
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
B. PUNCTUALITY	3,271	97.6	1,547	98.2	470	96.5	1,254	97.4
1. VERY GOOD (WEIGHT = 5)	1,687	51.6	822	53.1	244	51.9	621	49.5
2. GOOD (WEIGHT = 4)	991	30.3	433	28.0	151	32.1	407	32.5
3. AVERAGE (WEIGHT = 3)	504	15.4	248	16.0	60	12.8	196	15.6
4. POOR (WEIGHT = 2)	74	2.3	37	2.4	13	2.8	24	1.9
5. VERY POOR (WEIGHT = 1)	15	.5	7	.5	2	.4	6	.5
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
C. PERSONAL INITIATIVE	3,276	97.8	1,551	98.4	473	97.1	1,252	97.3
1. VERY GOOD (WEIGHT = 5)	1,505	45.9	728	46.9	205	43.3	572	45.7
2. GOOD (WEIGHT = 4)	1,105	33.7	498	32.1	165	34.9	442	35.3
3. AVERAGE (WEIGHT = 3)	571	17.4	278	17.9	87	18.4	206	16.5
4. POOR (WEIGHT = 2)	90	2.7	44	2.8	16	3.4	30	2.4
5. VERY POOR (WEIGHT = 1)	5	.2	3	.2	0	.0	2	.2
WEIGHTED AVERAGE	4.2		4.2		4.2		4.2	
C. ON THE JOB EVALUATION								
D. WILLINGNESS TO LEARN	3,306	98.7	1,566	99.4	478	98.2	1,262	98.1
1. VERY GOOD (WEIGHT = 5)	1,934	58.5	917	58.6	267	55.9	750	59.4
2. GOOD (WEIGHT = 4)	1,008	30.5	468	29.9	158	33.1	382	30.3
3. AVERAGE (WEIGHT = 3)	344	10.4	171	10.9	51	10.7	122	9.7
4. POOR (WEIGHT = 2)	19	.6	9	.6	2	.4	8	.6
5. VERY POOR (WEIGHT = 1)	1	.0	1	.1	0	.0	0	.0
WEIGHTED AVERAGE	4.5		4.5		4.4		4.5	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
C. ON THE JOB EVALUATION								
E. CO-WORKER COOPERATION	3,278	97.9	1,553	98.5	473	97.1	1,252	97.3
1. VERY GOOD (WEIGHT = 5)	1,629	49.7	788	50.7	238	50.3	603	48.2
2. GOOD (WEIGHT = 4)	1,155	35.2	522	33.6	172	36.4	461	36.8
3. AVERAGE (WEIGHT = 3)	436	13.3	218	14.0	54	11.4	164	13.1
4. POOR (WEIGHT = 2)	49	1.5	21	1.4	7	1.5	21	1.7
5. VERY POOR (WEIGHT = 1)	9	.3	4	.3	2	.4	3	.2
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
F. MANAGEMENT COOPERATION	3,173	94.7	1,504	95.4	450	92.4	1,219	94.7
1. VERY GOOD (WEIGHT = 5)	1,582	47.3	702	44.7	214	47.6	586	48.1
2. GOOD (WEIGHT = 4)	1,131	35.6	525	34.9	156	34.7	450	36.9
3. AVERAGE (WEIGHT = 3)	485	15.3	255	17.0	71	15.8	159	13.0
4. POOR (WEIGHT = 2)	48	1.5	21	1.4	9	2.0	18	1.5
5. VERY POOR (WEIGHT = 1)	7	.2	1	.1	0	.0	6	.5
WEIGHTED AVERAGE	4.3		4.3		4.3		4.3	
C. ON THE JOB EVALUATION								
G. WORK ATTENDANCE	3,295	98.4	1,560	99.0	476	97.7	1,259	97.8
1. VERY GOOD (WEIGHT = 5)	2,044	62.0	975	62.5	292	61.3	777	61.7
2. GOOD (WEIGHT = 4)	867	26.3	379	24.3	136	28.6	352	28.0
3. AVERAGE (WEIGHT = 3)	330	10.0	177	11.3	41	8.6	112	8.9
4. POOR (WEIGHT = 2)	44	1.3	23	1.5	5	1.1	16	1.3
5. VERY POOR (WEIGHT = 1)	10	.3	6	.4	2	.4	2	.2
WEIGHTED AVERAGE	4.5		4.5		4.5		4.5	
C. ON THE JOB EVALUATION								
H. PERSONAL APPEARANCE	3,284	98.0	1,558	98.9	470	96.5	1,256	97.6
1. VERY GOOD (WEIGHT = 5)	1,722	52.4	825	53.0	241	51.3	656	52.2
2. GOOD (WEIGHT = 4)	1,097	33.4	508	32.6	157	33.4	432	34.4
3. AVERAGE (WEIGHT = 3)	419	12.8	207	13.3	61	13.0	151	12.0
4. POOR (WEIGHT = 2)	40	1.2	15	1.0	10	2.1	15	1.2
5. VERY POOR (WEIGHT = 1)	6	.2	3	.2	1	.2	2	.2
WEIGHTED AVERAGE	4.4		4.4		4.3		4.4	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL NUMBER	TOTAL PERCENT	GRADUATES NUMBER	GRADUATES PERCENT	EARLY LEAVERS NUMBER	EARLY LEAVERS PERCENT	DROP OUTS NUMBER	DROP OUTS PERCENT
C. ON THE JOB EVALUATION								
1. COMPLIANCE WITH POLICIES	3,273	97.7	1,551	98.4	474	97.3	1,248	97.0
1. VERY GOOD (WEIGHT = 5)	1,684	51.5	818	52.7	242	51.1	624	50.0
2. GOOD (WEIGHT = 4)	1,149	35.1	510	32.9	175	36.9	464	37.2
3. AVERAGE (WEIGHT = 3)	396	12.1	204	13.2	49	10.3	143	11.5
4. POOR (WEIGHT = 2)	37	1.1	14	.9	8	1.7	15	1.2
5. VERY POOR (WEIGHT = 1)	7	.2	5	.3	0	.0	2	.2
WEIGHTED AVERAGE	4.4		4.4		4.4		4.4	
C. OVERALL TRAIN. EVALU VS JOB REQ	3,215	96.0	1,533	97.3	463	95.1	1,219	94.7
1. VERY GOOD (WEIGHT = 5)	1,302	40.5	642	41.9	188	40.6	472	38.7
2. GOOD (WEIGHT = 4)	1,390	43.2	638	41.6	200	43.2	552	45.3
3. AVERAGE (WEIGHT = 3)	480	14.9	223	14.5	74	16.0	183	15.0
4. POOR (WEIGHT = 2)	39	1.2	28	1.8	1	.2	10	.8
5. VERY POOR (WEIGHT = 1)	4	.1	2	.1	0	.0	2	.2
WEIGHTED AVERAGE	4.2		4.2		4.2		4.2	
E. OCCUP. PREP. VS OTHER EMPLOYEES	3,259	97.3	1,538	97.1	478	98.2	1,251	97.2
1. NO BASIS FOR COMPARISON	877	26.9	375	24.5	132	27.6	370	29.6
2. INDIVIDUAL IS BETTER PREPARED	1,810	55.5	797	52.1	289	60.5	724	57.9
3. BOTH ARE ABOUT THE SAME	511	15.7	312	20.4	51	10.7	148	11.8
4. INDIVIDUAL IS LESS PREPARED	61	1.9	46	3.0	6	1.3	9	.7
F. JOB ADVANCEMENT EVALUATION	3,233	96.5	1,525	96.8	469	96.3	1,239	96.3
1. VERY MUCH (WEIGHT = 5)	825	25.5	423	27.7	114	24.3	288	23.2
2. MUCH (WEIGHT = 4)	1,245	38.5	559	36.7	207	44.1	479	38.7
3. AVERAGE (WEIGHT = 3)	911	28.2	430	28.2	112	23.9	369	29.8
4. VERY LITTLE (WEIGHT = 2)	185	5.7	80	5.2	31	6.6	74	6.0
5. NONE (WEIGHT = 1)	67	2.1	33	2.2	5	1.1	29	2.3
WEIGHTED AVERAGE	3.8		3.8		3.8		3.7	
G. PRIMARY HIRING SOURCE	3,263	97.4	1,540	97.7	481	98.8	1,242	96.5
1. EMPL SEC/JOB SERVICE	107	3.3	44	2.9	16	3.3	47	3.8
2. PRIV EMPL AGENCY	39	1.2	22	1.4	2	.4	15	1.2
3. COLLEGE/INST FACULTY MEMB	158	4.8	107	6.9	21	4.4	30	2.4
4. COLLEGE/INST JOB PLACEMENT	122	3.7	78	5.1	15	3.1	29	2.3
5. MUTUAL ACQUAINTANCE	381	11.7	177	11.5	48	10.0	156	12.6
6. APPLICANT APPLIED	2,075	63.6	946	61.4	315	65.5	814	65.5
7. OTHER	381	11.7	166	10.8	64	13.3	151	12.2

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A NON-RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
EMPLOYERS FOLLOWED UP	670	100.0	139	20.6	110	16.4	422	63.0
RESPONSES	265	39.6	69	49.3	39	35.5	158	37.4
A. OCCUPATIONAL TRAINING PROGRAM								
A. TECHNICAL KNOWLEDGE	228	86.0	59	86.8	30	76.9	139	88.0
1. VERY GOOD (WEIGHT = 5)	51	22.4	20	33.9	3	10.0	28	20.1
2. GOOD (WEIGHT = 4)	109	47.8	25	42.4	15	50.0	69	49.6
3. AVERAGE (WEIGHT = 3)	64	28.1	13	22.0	12	40.0	39	28.1
4. POOR (WEIGHT = 2)	3	1.3	1	1.7	0	.0	2	1.4
5. VERY POOR (WEIGHT = 1)	1	.4	0	.0	0	.0	1	.7
WEIGHTED AVERAGE	3.9		4.1		3.7		3.9	
A. OCCUPATIONAL TRAINING PROGRAM								
B. WORK ATTITUDE	250	94.3	63	92.6	34	87.2	153	96.8
1. VERY GOOD (WEIGHT = 5)	95	38.0	23	36.5	12	35.3	60	39.2
2. GOOD (WEIGHT = 4)	112	44.8	30	47.6	16	47.1	66	43.1
3. AVERAGE (WEIGHT = 3)	39	15.6	9	14.3	6	17.6	24	15.7
4. POOR (WEIGHT = 2)	3	1.2	1	1.6	0	.0	2	1.3
5. VERY POOR (WEIGHT = 1)	1	.4	0	.0	0	.0	1	.7
WEIGHTED AVERAGE	4.2		4.2		4.2		4.2	
A. OCCUPATIONAL TRAINING PROGRAM								
C. WORK QUALITY	247	93.2	62	91.2	36	92.3	149	94.3
1. VERY GOOD (WEIGHT = 5)	87	35.2	23	37.1	8	22.2	56	37.6
2. GOOD (WEIGHT = 4)	109	44.1	29	46.8	17	47.2	63	42.3
3. AVERAGE (WEIGHT = 3)	45	18.2	7	11.3	11	30.6	27	18.1
4. POOR (WEIGHT = 2)	5	2.0	3	4.8	0	.0	2	1.3
5. VERY POOR (WEIGHT = 1)	1	.4	0	.0	0	.0	1	.7
WEIGHTED AVERAGE	4.1		4.2		3.9		4.1	
B. SKILLED TRAINING EVALUATION								
A. MATHEMATICAL SKILLS	166	62.6	46	67.6	25	64.1	95	60.1
1. VERY GOOD (WEIGHT = 5)	33	19.9	8	17.4	2	8.0	23	24.2
2. GOOD (WEIGHT = 4)	75	45.2	25	54.3	10	40.0	40	42.1
3. AVERAGE (WEIGHT = 3)	52	31.3	11	23.9	12	48.0	29	30.5
4. POOR (WEIGHT = 2)	5	3.0	2	4.3	1	4.0	2	2.1
5. VERY POOR (WEIGHT = 1)	1	.6	0	.0	0	.0	1	1.1
WEIGHTED AVERAGE	3.8		3.8		3.5		3.9	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A NON-RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
B. SKILLED TRAINING EVALUATION								
B. ORGANIZATIONAL ABILITY	203	76.6	55	80.9	29	74.4	119	75.3
1. VERY GOOD (WEIGHT = 5)	45	22.2	10	18.2	7	24.1	28	23.5
2. GOOD (WEIGHT = 4)	87	42.9	26	47.3	13	44.8	48	40.3
3. AVERAGE (WEIGHT = 3)	62	30.5	17	30.9	7	24.1	38	31.9
4. POOR (WEIGHT = 2)	7	3.4	2	3.6	2	6.9	3	2.5
5. VERY POOR (WEIGHT = 1)	2	1.0	0	.0	0	.0	2	1.7
WEIGHTED AVERAGE	3.8		3.8		3.9		3.8	
B. SKILLED TRAINING EVALUATION								
C. COMMUNICATION SKILLS	222	83.8	59	86.8	33	84.6	130	82.3
1. VERY GOOD (WEIGHT = 5)	45	20.3	11	18.6	7	21.2	27	20.8
2. GOOD (WEIGHT = 4)	109	49.1	29	49.2	15	45.5	65	50.0
3. AVERAGE (WEIGHT = 3)	59	26.6	16	27.1	9	27.3	34	26.2
4. POOR (WEIGHT = 2)	6	2.7	2	3.4	2	6.1	2	1.5
5. VERY POOR (WEIGHT = 1)	3	1.4	1	1.7	0	.0	2	1.5
WEIGHTED AVERAGE	3.8		3.8		3.8		3.9	
E. SKILLED TRAINING EVALUATION								
D. PROBLEM SOLVING SKILLS	209	78.9	56	82.4	29	74.4	124	78.5
1. VERY GOOD (WEIGHT = 5)	30	14.4	9	16.1	3	10.3	18	14.5
2. GOOD (WEIGHT = 4)	103	49.3	26	46.4	16	55.2	61	49.2
3. AVERAGE (WEIGHT = 3)	64	30.6	19	33.9	7	24.1	38	30.6
4. POOR (WEIGHT = 2)	9	4.3	1	1.8	3	10.3	5	4.0
5. VERY POOR (WEIGHT = 1)	3	1.4	1	1.8	0	.0	2	1.6
WEIGHTED AVERAGE	3.7		3.7		3.7		3.7	
E. SKILLED TRAINING EVALUATION								
E. WORK QUALITY	240	90.6	62	91.2	33	84.6	145	91.8
1. VERY GOOD (WEIGHT = 5)	64	26.7	17	27.4	7	21.2	40	27.6
2. GOOD (WEIGHT = 4)	118	49.2	30	48.4	13	39.4	75	51.7
3. AVERAGE (WEIGHT = 3)	53	22.1	12	19.4	12	36.4	29	20.0
4. POOR (WEIGHT = 2)	5	2.1	3	4.8	1	3.0	1	.7
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.0		4.0		3.8		4.1	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A NON-RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
E. SKILLED TRAINING EVALUATION								
F. MANUAL DEXTERITY	197	74.3	48	70.6	26	66.7	123	77.8
1. VERY GOOD (WEIGHT = 5)	48	24.4	10	20.8	6	23.1	32	26.0
2. GOOD (WEIGHT = 4)	97	49.2	28	58.3	10	38.5	59	48.0
3. AVERAGE (WEIGHT = 3)	50	25.4	9	18.8	10	38.5	31	25.2
4. POOR (WEIGHT = 2)	2	1.0	1	2.1	0	.0	1	.8
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.0		4.0		3.8		4.0	
E. SKILLED TRAINING EVALUATION								
G. MEETING THE PUBLIC	214	80.8	53	77.9	32	82.1	129	81.6
1. VERY GOOD (WEIGHT = 5)	72	33.6	16	30.2	11	34.4	45	34.9
2. GOOD (WEIGHT = 4)	80	37.4	21	39.6	9	28.1	50	38.8
3. AVERAGE (WEIGHT = 3)	56	26.2	16	30.2	10	31.3	30	23.3
4. POOR (WEIGHT = 2)	5	2.3	0	.0	2	6.3	3	2.3
5. VERY POOR (WEIGHT = 1)	1	.5	0	.0	0	.0	1	.8
WEIGHTED AVERAGE	4.0		4.0		3.9		4.0	
E. SKILLED TRAINING EVALUATION								
H. FOLLOWING INSTRUCTIONS	247	93.2	64	94.1	35	89.7	148	93.7
1. VERY GOOD (WEIGHT = 5)	90	36.4	20	31.3	14	40.0	56	37.8
2. GOOD (WEIGHT = 4)	103	41.7	29	45.3	11	31.4	63	42.6
3. AVERAGE (WEIGHT = 3)	47	19.0	13	20.3	10	28.6	24	16.2
4. POOR (WEIGHT = 2)	6	2.4	2	3.1	0	.0	4	2.7
5. VERY POOR (WEIGHT = 1)	1	.4	0	.0	0	.0	1	.7
WEIGHTED AVERAGE	4.1		4.0		4.1		4.1	
E. SKILLED TRAINING EVALUATION								
I. OPERATION OF EQUIPMENT	218	82.3	55	90.9	31	79.5	132	83.5
1. VERY GOOD (WEIGHT = 5)	70	32.1	24	43.6	9	29.0	37	28.0
2. GOOD (WEIGHT = 4)	104	47.7	24	43.6	12	38.7	68	51.5
3. AVERAGE (WEIGHT = 3)	42	19.3	6	10.9	9	29.0	27	20.5
4. POOR (WEIGHT = 2)	2	.9	1	1.8	1	3.2	0	.0
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.1		4.3		3.9		4.1	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A NON-RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
C. ON THE JOB EVALUATION								
A. ACCEPTING RESPONSIBILITY	258	97.4	68	100.0	37	94.9	153	96.8
1. VERY GOOD (WEIGHT = 5)	95	36.8	28	41.2	10	27.0	57	37.3
2. GOOD (WEIGHT = 4)	105	40.7	25	36.8	16	43.2	64	41.8
3. AVERAGE (WEIGHT = 3)	49	19.0	13	19.1	10	27.0	26	17.0
4. POOR (WEIGHT = 2)	5	1.9	1	1.5	1	2.7	3	2.0
5. VERY POOR (WEIGHT = 1)	4	1.6	1	1.5	0	.0	3	2.0
WEIGHTED AVERAGE	4.1		4.1		3.9		4.1	
C. ON THE JOB EVALUATION								
B. PUNCTUALITY	255	96.2	67	98.5	38	97.4	150	94.9
1. VERY GOOD (WEIGHT = 5)	107	42.0	31	46.3	17	44.7	59	39.3
2. GOOD (WEIGHT = 4)	91	35.7	24	35.8	11	28.9	56	37.3
3. AVERAGE (WEIGHT = 3)	45	17.6	9	13.4	7	18.4	29	19.3
4. POOR (WEIGHT = 2)	11	4.3	2	3.0	3	7.9	6	4.0
5. VERY POOR (WEIGHT = 1)	1	.4	1	1.5	0	.0	0	.0
WEIGHTED AVERAGE	4.1		4.2		4.1		4.1	
C. ON THE JOB EVALUATION								
C. PERSONAL INITIATIVE	257	97.0	67	98.5	38	97.4	152	96.2
1. VERY GOOD (WEIGHT = 5)	83	32.3	24	35.8	10	26.3	49	32.2
2. GOOD (WEIGHT = 4)	98	38.1	26	38.8	10	26.3	62	40.8
3. AVERAGE (WEIGHT = 3)	65	25.3	13	19.4	16	42.1	36	23.7
4. POOR (WEIGHT = 2)	11	4.3	4	6.0	2	5.3	5	3.3
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.0		4.0		3.7		4.0	
C. ON THE JOB EVALUATION								
D. WILLINGNESS TO LEARN	260	98.1	68	100.0	38	97.4	154	97.5
1. VERY GOOD (WEIGHT = 5)	115	44.2	30	44.1	16	42.1	69	44.8
2. GOOD (WEIGHT = 4)	109	41.9	27	39.7	15	39.5	67	43.5
3. AVERAGE (WEIGHT = 3)	28	10.8	8	11.8	5	13.2	15	9.7
4. POOR (WEIGHT = 2)	8	3.1	3	4.4	2	5.3	3	1.9
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.3		4.2		4.2		4.3	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
SYSTEM SUMMARY
STUDENTS EMPLOYED IN A NON-RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

		TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
C. ON THE JOB EVALUATION									
E. CO-WORKER COOPERATION		259	97.7	67	98.5	38	97.4	154	97.5
1. VERY GOOD	(WEIGHT = 5)	93	35.9	28	41.8	14	36.8	51	33.1
2. GOOD	(WEIGHT = 4)	122	47.1	26	38.8	13	34.2	83	53.9
3. AVERAGE	(WEIGHT = 3)	36	13.9	10	14.9	10	26.3	16	10.4
4. POOR	(WEIGHT = 2)	7	2.7	3	4.5	1	2.6	3	1.9
5. VERY POOR	(WEIGHT = 1)	1	.4	0	.0	0	.0	1	.6
WEIGHTED AVERAGE		4.2		4.2		4.1		4.2	
C. ON THE JOB EVALUATION									
F. MANAGEMENT COOPERATION		246	92.8	65	95.6	34	87.2	147	93.0
1. VERY GOOD	(WEIGHT = 5)	81	32.9	22	33.8	10	29.4	49	33.3
2. GOOD	(WEIGHT = 4)	118	48.0	30	46.2	17	50.0	71	48.3
3. AVERAGE	(WEIGHT = 3)	42	17.1	13	20.0	5	14.7	24	16.3
4. POOR	(WEIGHT = 2)	3	1.2	0	.0	1	2.9	2	1.4
5. VERY POOR	(WEIGHT = 1)	2	.8	0	.0	1	2.9	1	.7
WEIGHTED AVERAGE		4.1		4.1		4.0		4.1	
C. ON THE JOB EVALUATION									
G. WORK ATTENDANCE		261	98.5	68	100.0	38	97.4	155	98.1
1. VERY GOOD	(WEIGHT = 5)	136	52.1	40	58.8	20	52.6	76	49.0
2. GOOD	(WEIGHT = 4)	86	33.0	21	30.9	10	26.3	55	35.5
3. AVERAGE	(WEIGHT = 3)	28	10.7	5	7.4	5	13.2	18	11.6
4. POOR	(WEIGHT = 2)	9	3.4	2	2.9	3	7.9	4	2.6
5. VERY POOR	(WEIGHT = 1)	2	.8	0	.0	0	.0	2	1.3
WEIGHTED AVERAGE		4.3		4.5		4.2		4.3	
C. ON THE JOB EVALUATION									
H. PERSONAL APPEARANCE		259	97.7	67	98.5	38	97.4	154	97.5
1. VERY GOOD	(WEIGHT = 5)	112	43.2	29	43.3	14	36.8	69	44.8
2. GOOD	(WEIGHT = 4)	105	40.5	25	37.3	15	39.5	65	42.2
3. AVERAGE	(WEIGHT = 3)	40	15.4	12	17.9	8	21.1	20	13.0
4. POOR	(WEIGHT = 2)	1	.4	0	.0	1	2.6	0	.0
5. VERY POOR	(WEIGHT = 1)	1	.4	1	1.5	0	.0	0	.0
WEIGHTED AVERAGE		4.3		4.2		4.1		4.3	

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
1979-80 EMPLOYER FOLLOW-UP SURVEY
STUDENTS EMPLOYED IN A NON-RELATED FIELD

PROGRAM TITLE:

SYSTEM TOTAL

	TOTAL		GRADUATES		EARLY LEAVERS		DROP OUTS	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
C. ON THE JOB EVALUATION								
1. COMPLIANCE WITH POLICIES	258	97.4	67	98.5	38	97.4	153	96.8
1. VERY GOOD (WEIGHT = 5)	112	43.4	33	49.3	16	42.1	63	41.2
2. GOOD (WEIGHT = 4)	95	36.8	23	34.3	9	23.7	63	41.2
3. AVERAGE (WEIGHT = 3)	46	17.8	10	14.9	12	31.6	24	15.7
4. POOR (WEIGHT = 2)	5	1.9	1	1.5	1	2.6	3	2.0
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.2		4.3		4.1		4.2	
D. OVERALL TRAIN. EVALU VS JOB REQ	244	92.1	65	95.6	36	92.3	143	90.5
1. VERY GOOD (WEIGHT = 5)	76	31.1	23	35.4	7	19.4	46	32.2
2. GOOD (WEIGHT = 4)	111	45.5	30	46.2	17	47.2	64	44.8
3. AVERAGE (WEIGHT = 3)	52	21.3	9	13.8	12	33.3	31	21.7
4. POOR (WEIGHT = 2)	5	2.0	3	4.6	0	.0	2	1.4
5. VERY POOR (WEIGHT = 1)	0	.0	0	.0	0	.0	0	.0
WEIGHTED AVERAGE	4.1		4.1		3.9		4.1	
E. OCCUP. PREP. VS OTHER EMPLOYEES	253	95.5	65	95.6	37	94.9	151	95.6
1. NO BASIS FOR COMPARISON	89	35.2	17	26.2	17	45.9	55	36.4
2. INDIVIDUAL IS BETTER PREPARED	123	48.6	39	60.0	16	43.2	68	45.0
3. BOTH ARE ABOUT THE SAME	37	14.6	7	10.8	4	10.8	26	17.2
4. INDIVIDUAL IS LESS PREPARED	4	1.6	2	3.1	0	.0	2	1.3
F. JOB ADVANCEMENT EVALUATION	247	93.2	64	94.1	36	92.3	147	93.0
1. VERY MUCH (WEIGHT = 5)	39	15.8	11	17.2	2	5.6	26	17.7
2. MUCH (WEIGHT = 4)	83	33.6	22	34.4	16	44.4	45	30.6
3. AVERAGE (WEIGHT = 3)	84	34.0	21	32.8	14	38.9	49	33.3
4. VERY LITTLE (WEIGHT = 2)	28	11.3	5	7.8	3	8.3	20	13.6
5. NONE (WEIGHT = 1)	13	5.3	5	7.8	1	2.8	7	4.8
WEIGHTED AVERAGE	3.4		3.5		3.4		3.4	
G. PRIMARY HIRING SOURCE	260	98.1	68	100.0	38	97.4	154	97.5
1. EMPL SEC/JOB SERVICE	11	4.2	3	4.4	1	2.6	7	4.5
2. PRIV EMPL AGENCY	5	1.9	1	1.5	0	.0	4	2.6
3. COLLEGE/INST FACULTY MEMB	8	3.1	2	2.9	2	5.3	4	2.6
4. COLLEGE/INST JOB PLACEMENT	3	1.2	3	4.4	0	.0	0	.0
5. MUTUAL ACQUAINTANCE	30	11.5	8	11.8	2	5.3	20	13.0
6. APPLICANT APPLIED	181	69.6	44	64.7	31	81.6	106	68.8
7. OTHER	22	8.5	7	10.3	2	5.3	13	8.4

UNIVERSITY OF CALIFORNIA
ERIC CLEARINGHOUSE FOR
JUNIOR COLLEGES
96 POWELL LIBRARY BUILDING
LOS ANGELES, CALIFORNIA 90024
EE 36

JUL 23 1982